SO YOU WANTED TO SIT IN THE BIG CHAIR?

- Presentation Overview
  - Athletic administration, organization, and management.
  - Hiring.
  - Evaluations.
  - Performance management best practices.
YOU HAVE OPTIONS

EMBRACE IT

RUN FROM IT
BUILDING YOUR TEAM
THE TEAM CAN CHANGE
YOU WILL FACE CHALLENGES

• SCENARIO #1:
  - You have just been named the new athletic director (AD) at the institution where you have been a coach for the last eight years. How do you earn the trust and the respect from your colleagues of whom you are now the boss of.
YOU WILL FACE CHALLENGES

• SCENARIO #2:
  - You have just arrived on campus as the new AD. The majority of your staff have been at the institution for an average of ten years each, but you are the new member of the department. How do you sell them on your vision for the department and their skepticism for change?
GIBBS’ RULE #3

NEVER BE UNREACHABLE
EXERCISE #1:

- You are being asked to hire a new Men’s Soccer Coach. Here are five resumes. Who would you choose and why?
YOUR FIRST HIRE

• Question:
  - You are ready to make a hire, but some of your staff prefer a different candidate. How would you navigate that?
GIBBS’ RULE #38

YOUR CASE, YOUR LEAD
EVALUATING YOUR TEAM

• EXERCISE #2
  o What are the important characteristics in determining whether or not you have a good team?
PERFORMANCE MANAGEMENT AND BEST PRACTICES

RULE #15:

ALWAYS WORK AS A TEAM
IMPORTANT LESSONS

RULE #5:
NEVER BYPASS THE CHAIN OF COMMAND.

RULE #3:
DON'T BELIEVE WHAT YOU'RE TOLD. DOUBLE CHECK.

RULE #39:
THERE IS NO SUCH THING AS A COINCIDENCE.

RULE #8:
NEVER TAKE ANYTHING FOR GRANTED.
ALWAYS REMEMBER

RULE #10:
NEVER GET PERSONALLY INVOLVED IN A CASE.

RULE #45:
CLEAN UP THE MESS THAT YOU MAKE.

RULE #11:
WHEN THE JOB IS DONE, WALK AWAY.

RULE #51:
SOMETIMES…YOU’RE WRONG.
YOU ARE NOT ALONE
QUESTIONS?

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